

MEMORANDUM FOR:

FROM :

SUBJECT : Alien Marriage

REFERENCE :

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In response to your request, we have reviewed the proposed STAT
 Marriage to Aliens. It is consistent with current Agency regulations and policies, and in this frame of reference, we believe the publication of the more detailed information is in order.

The whole spectrum of problems surrounding alien marriages of Agency employees and the application of regulatory policies, however, is a matter of some concern to me. I do not believe we have addressed the primary issues of this matter in the Agency and believe the subject should receive a thorough and objective review with the purpose of establishing standards designed to insure equitable treatment of all employees in this situation. We are all aware of similar, if not identical, cases being decided in diametrically different fashion. The subjectively of making a judgment that one person's value is of such quality that retention "clearly outweighs the security risks" and another's does not almost guarantees inequity. Unfortunately, it is the general feeling that many of the negative decisions are not made on security grounds, but general social acceptability of the spouse (a standard not applied to U.S. citizens but certainly posing the same type of problem) or the job performance of the employee. This latter factor should not be addressed on its own merits and not use the subterfuge of "alien marriage".

I am enclosing a copy of an informal memorandum prepared by one of my staff members on this subject. The statistics used for the review did not identify the male and female employees applying for permission, but again the general feeling is that the female employee's request is turned down in a much higher percentage than those of the male employee.

If, as I gather from conversations with the previous ADDO, this concern is shared by various DDO managers, I would be happy to discuss the matter further with you and OS representatives and perhaps propose a study in depth of the problems to develop a statement of standards against which the approval process for all alien marriages would be measured.

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Remarks: Attached is the DD/O Policy Statement on Marriage to Spouses - in the form of a [redacted] Also attached are comments by [redacted] <div style="text-align: right;">Deen</div>			
FOLD HERE TO RETURN TO SENDER			
FROM: NAME, ADDRESS AND PHONE NO.			DATE
Acting Director of Personnel			6 JUL 1976
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Remarks: From, this is too late, but priorities! Don't know who in the DDO should get the memo - CMG, perhaps?					
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C/Review Staff/OP 626 C of C <input type="checkbox"/>					28 Jun 76
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